



THE PYRAMID MODEL CONSORTIUM

Supporting Early Childhood PBIS



2022 PMC Annual Report





Overview

In 2022, PMC expanded its reach into new areas and provided more support to states/provinces implementing Pyramid Model practices. Overall, services provided grew by 55% between Fiscal Year 2021 and Fiscal Year 2022. A student intern was added to the executive office to provide additional support needed given this growth. Also, PMC faculty and the Board revised the vision and mission statements and developed new strategic priorities for 2022-2025.

Vision: We envision equitable and inclusive environments that nurture and promote all infants' and young children's social emotional development and learning through the sustained high-fidelity implementation of the Pyramid Model.

Mission: The Pyramid Model Consortium promotes equity and inclusion through dissemination, sustainability, scale-up and high-fidelity use of the Pyramid Model for Promoting Social Emotional Competence in Infants and Young Children.

Strategic Priority 1: Equitable Access to Training and Technical Assistance

- PMC provided 791 days of training and technical assistance worldwide, which included ePyramid Cohorts (384 days), targeted professional development (351 days), and communities of practice (56 days).
- Professional development days increased from 290 days in 2021 to 351.5 days in 2022. PMC helped make virtual learning more feasible by offering shorter trainings over multiple days rather than long, single day training events.
- PMC emphasized professional development that would improve trainers' awareness and expertise in culturally responsive practices; 4,365 individuals were trained using the ePyramid Culturally Responsive Practices to Reduce Implicit Bias course.
- Evaluations of PMC trainings resulted in high quality satisfaction scores (3.58/4).

Strategic Priority 2: Racially and Linguistically Diverse Group of Consultants

- PMC expanded the consultant list and will continue working toward broad representation of diversity (gender, race, language) among consultants.
- The majority of participants (95%) agreed that PMC trainings were conducted in a manner that was inclusive and respectful of a variety of cultures and backgrounds.

Strategic Priority 3: Quality Control Infrastructure

- PMC focused on improving the quality of training events offered by having quarterly meetings for each PMC content area. Meetings focus on sharing information, problem-solving, and reviewing survey data from trainings.
- A Quality Assurance Consultant was added to the executive office in 12/2021, thereby creating a well-rounded support system for training and professional development.
- PMC developed a 6-step process to become a national consultant.
- To help ensure the quality and professionalism of national consultants, PMC requires them to review and sign the Conflict of Interest and Consultant Agreement yearly.

- In Fall 2022, PMC developed a new training evaluation and monitoring process; evaluation data are collected in real time and can be viewed on live dashboards. This process enables PMC to provide immediate feedback and strategic mentoring to trainers.

Strategic Priority 4: Recognize and Celebrate Diversity

- PMC promotes policies and practices that advance equity, diversity, and the full inclusion and participation of all young children and their families. The topic of equity has been intentionally embedded into PMC's strategic priorities.
- In 2022, PMC collaborated with the University of Oregon's Project ReAct to test interventions that promote culturally responsive behavior and implicit bias.
- PMC partnered with 10 states to collect equity-related metrics in the Pyramid Model Implementation Data System (PIDS).

Strategic Priority 5: Establish Evaluation Systems

- PMC developed a robust evaluation system to analyze the quality of training. From 10/2022 to 12/2022, PMC received feedback from 871 participants representing 65 training events and 23 states.
- PMC focused on expanding the use of PIDS. The number of states that have PIDS contracts increased from 7 in 2020 to 12 in Fiscal Year 2022. Also, more states began entering data into PIDS from 2020 (4 states) to 2022 (8 states).
- PMC collaborated with partners to develop a national portal for the PIDS so Pyramid Model practices can be tracked nationally.
- PIDS generates easy-to-understand graphs and tables so that implementation sites can view their data to promote data-informed decision making and planning. PIDS also can be used to identify equity disparities, such as reports about suspension and expulsions by race. Finally, PIDS can be used to identify where professional development support is needed, based on TPOT data.

Strategic Priority 6: Inform and Advocate

- A new evaluation system, which uses a live dashboard, was developed in 2022 in Massachusetts. The dashboard gives leaders up-to-date data on key performance indicators, which is then used to provide support and resources to coaches and implementation sites to ensure fidelity of implementation. PMC plans to expand and replicate this process in other states, starting with IL, NH, and VT in 2023.
- The PMC website is growing to house state/country specific resources.
- PMC added into the budget support for under-resourced communities to ensure that fiscal resources are not the limiting factor in implementing Pyramid practices.
- PMC increased investments to ensure that more resources are available in multiple languages and in more native and indigenous communities.

Strategic Priority 7: Develop and Disseminate Materials

- In 2022, PMC added 5 new ePyramid courses, making 12 courses available to users. The ePyramid course offerings help PMC reach rural communities.

- PMC saw a 38% increase in customers accessing the online ePyramid modules from 34,371 (in 2021) to 47,460 (in 2022).
- In 2022, 65 cohorts of teachers, administrators, and support staff participated in facilitated Peer Learning Communities (PLCs) to deepen their understanding of Pyramid Model practices and the framework.
- PMC saw a substantial increase in participation of PLCs, increasing from 354 participants in 2021 to 863 participants in 2022.

Strategic Priority 8: Up-to-Date Information on Promoting Social Emotional Development

- In 2022, PMC emphasized content on Culturally Responsive Practices and Reducing Bias (ePyramid and virtual events). For example, access to the Reducing Implicit Bias electronic module was provided to 4,000+ individuals, a 166% increase from 1,639 individuals in 2021.

Strategic Priority 9: Cultivate Diverse Pyramid Model Leaders

- PMC collaborates with a diverse group of board members who ensure that all services are delivered through the lens of equity.
- Efforts to cultivate a more diverse group of trainers will continue to be a priority in the coming years.
- In Summer 2023, PMC will offer training related to diversity, equity, and inclusion for their trainers to intentionally bolster their awareness and skills in this area.

Strategic Priority 10: Align Policies and Procedures with PMC Mission

- PMC continues to utilize the Results Based Accountability (RBA) framework. In the next few years, PMC will focus on assessing the outcomes identified in the RBA framework.
- During FY22, PMC completed an audit on FY21 financials, which confirmed the strength of our fiscal systems having no findings or recommendations.
- PMC is dedicated to continuously assessing the quality of the services being delivered.

Conclusion

PMC is poised to increase the implementation of Pyramid practices globally, scale data collection practices, and refine training to support the 10 strategic priorities. With the refinement and advancement in data collection processes, improvements in quality assurance infrastructure and trainer support systems, focus and attention on cultivating diverse, equitable and inclusive products, and increasing access to an ever-growing library of offerings, PMC welcomes the new year with open and more sophisticated arms.

